



Essex County Sheriff's Department Frank G. Cousins, Jr., Sheriff

NEWSLETTER - JANUARY 2014



A message from Sheriff Frank G. Cousins, Jr.

As we begin 2014, let me extend my best wishes for the New Year to the Essex County Sheriff's Department employees and their families, all law enforcement professionals and all the residents of Essex County. The ECSD looks forward to continuing programs and training for our employees, inmates and the people of Essex County.

In February, 2013, the official ground breaking ceremony took place for the new \$11 million regional support services building which will streamline the intake of offenders. The new 17,000 square-foot building is expected to be completed in early 2014. I am also pleased to announce that the newly completed RECC 911 Center went operational on July 1st. An open house was held on Monday, December 30th.



On June 6th, the Essex County Sheriff's Department, one of Essex County's top teams, took part in the Law Enforcement Torch Run for Special Olympics. The Torch Run is a yearly event where the "Flame of Hope," is escorted by squad cars and police motorcycles, traveling over 100 miles lighting the way. This event helps to provide the public an awareness of people with disabilities and also provides a unique experience while preserving and supporting dignity and humanity. Special Olympics is a global organization with hundreds of thousands of volunteers that serves over 4 million athletes. Thank you to our correctional officers for their dedication and efforts.

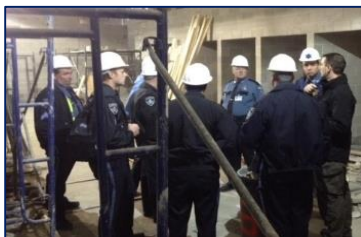
The Special Outreach Academy, geared to developmentally disabled adults, was held October 22nd through November 19th. The program now accommodates 20 individuals along with staff from the participating agencies. Agencies represented during the fall session were: Lawrence based Class Inc. and American Training, Bridgewell in Lynnfield and Opportunity Works in Newburyport. Congratulations to all staff who facilitated the five week program. It is incumbent upon us to serve all citizens of Essex County. We thoroughly enjoy working with organizations that serve the special needs population. This academy will continue and is open to all resource departments in Essex County for adults with disabilities. On October 18, 2013, at its annual meeting, Opportunity Works recognized ECSD with the "Championship of Opportunity" award in acknowledgement of the promotion and inclusion of people with disabilities through the Special Outreach Academy. Many thanks to Opportunity Works.



On November 4th, the ECSD welcomed the new BTA Academy Class 13-02. These new recruits are being highly trained in the basics of academy life and will be taught intense academics. They must also qualify in ECSD policies and procedures. The recruits are committed to becoming professional correctional officers. Graduation will be held at the end of January.



In November, Essex Police Chief Peter Silva recognized ECSD TRIAD representative John Russell with an official citation for his unwavering dedication, hard work and efforts "in making an incredible difference in the quality of life of our most precious resources, our seniors" in the Town of Essex. Chief Silva described Russell as "a leader with unmatched professionalism and expertise who shows great care in representing Sheriff Frank Cousins and his staff." The award was presented at the Town's monthly TRIAD meeting. Congratulations John!



Correctional Officers take a tour of the worksite for the new intake facility.



New RECC 911 Center.



“ECSD GOES HOLLYWOOD”

In October, and without fanfare, an HBO film crew set up at our Middleton Facility to film a small piece of the HBO movie **Clear History**. Along with the film crew came three



of the stars of the movie, Larry David (pictured), Bill Hader and Michael Keaton. The film also stars John Hamm, Kate Hudson, and other recognizable actors. According to hbo.com/movies (8/28/13), “Clear History stars Larry David as Nathan Flomm, a marketing executive who after a petty argument

with his boss gives up his 10% of the shares of a startup electric car company. The company goes on to make billions of dollars leaving Flomm publicly humiliated. Ten years later, he has changed his name to Rolly Davore and moved to Martha’s Vineyard. All is well until something from his past threatens to disrupt his new life.”

“To capture the “small town” feel of the area, principal photography was completed in Massachusetts. The

production chose various sites in Essex County. ”Chosen were an unfinished mansion in North Andover, the Topsfield Fair, the oldest agricultural fair in America, the North Shore Music Theatre in Beverly, J.T. Farnham’s restaurant in Essex and the Essex County Sheriff’s Department in Middleton. The filmmakers were also able use many experienced crew members as well as local talent who were real “New Englanders.” The movie was presented on HBO in August through November.

The Essex County Sheriff’s Department accommodated the filming of the one scene, which took most of the day. Although some employees were able to catch a few minute’s glimpse of the filming, employee work schedules and the safety of the facility, the employees and the inmates continued without interruption and were in no way impeded. It was a little bit of excitement with an even smaller bit for the end result. The whole ECSD scene is at the end of the movie and lasts less than a minute.



“MINUTES COUNT”



With the New Year in full swing, A.S. Jason Ebacher, Director of Training for the Essex County Sheriff’s Department, will once again notify all ECSD employees about classroom and online training each employee is to complete during the course of the year. The Department continues training programs to ensure the safety of the employees and inmates. All or many will receive training in First Responder, Fire Safety, Defensive Tactics, PREA, and Mentoring, just to name a few. While all training is very important, one piece of this training is significant whether you work in the law enforcement field or you are just your average citizen.

At times we are reminded and affirmed how effective and necessary these training programs are especially in CPR. “Good timing, good training, right place, right time.” Topsfield Fire Chief Ronald Giovannacci said recently in an interview. Chief Giovannacci also said about having a defibrillator on hand and CPR started early, “That’s the way the system is supposed to work.”

All of us who train and retrain, year after year, as first responders, may never use this training to save someone’s life. But knowing that the men and women of the ECSD and other law enforcement agencies, who benefit from and attain this level of training, help to reassure the ECSD employees, the inmates and the public of their safety. For information regarding CPR and other Safety Training, the citizens of Essex County can contact their local Red Cross. (Please see related article, page 5, High Five “Jennifer Rowe”)



SUMMER FUN

“YOUTH LEADERSHIP ACADEMY”

Again this year, thanks to a grant from **HIDTA “High Intensity Drug Trafficking Areas,”** I am pleased to announce the Youth Leadership Academy began July 1st and continued through August 23rd. The Academy was educational and a fun-filled academy. Congratulations and

many thanks to the staff members who have organized and facilitated the program. It is through their hard work and effort that this program continues to be successful every year.



ESSEX COUNTY SHERIFF'S DEPARTMENT... NOT ALL ABOUT INCARCERATION

The Essex County Sheriff's Department has a number of services and programs available for all communities in Essex County. The following are just a few of the programs offered.



The Anti-Graffiti Truck visits communities to remove graffiti at the request made by city/town officials.



Youth Leadership Academy enables the youth in our communities to have a safe environment that supports personal growth, appropriate risk-taking, decision making and leadership development.



The K-9 Division has a wide range of duties to include: providing security, aiding in arrests, locating missing persons and detecting hidden drugs. The unit also conducts demonstrations in area schools, parades and fairs throughout the county.



Careers and Training aids anyone seeking a career in Criminal Justice and are interested in joining a multi-talented, multi-cultural and enthusiastic department of correctional professionals.



TRIAD, is a partnership between Essex County Senior Citizens, Law Enforcement Agencies and Support and Protective Services that helps to reduce the criminal victimization of older citizens and enhances the delivery support of services to this population.

For more programs – visit our website
www.mass.gov/essexsheriff

SERVSAFE - FOOD SAFETY CERTIFICATION PROGRAM LAWRENCE CORRECTIONAL ALTERNATIVE CENTER "CAC"



The ECSD was awarded funding through the Department of Education and Training. The Perkins' Grant, applied for by A.S. Leah Harrington, is for vocational programming to implement a ServSafe program. The ServSafe Program is designed to teach qualified offenders, with a minimum of a high school diploma or GED equivalency, transferable skills in food service. The 14 week program at the CAC, facilitated by Deputy Kathy Lawrence, focuses on the comprehension and demonstration of key food service skills and practices. Topics include: personal hygiene, food borne illness, proper procedures in purchasing, preparation and serving of food, cleaning and sanitizing, facility design and equipment choices. Quizzes are given at the completion of each section to assess knowledge. The National Restaurant Association ServSafe Exam is administered upon completion of the course. A 75% passing score is required. Inmates then receive the ServSafe Food Protection Manager Certificate which is accredited by the American National Standards Institute. Those eligible for Work Release are given priority for jobs in local restaurants. This valuable program, which assists ECSD in its re-entry efforts, has allowed former inmates to receive jobs in various communities. In November 2013, Deputy Lawrence facilitated a class of 11 inmates with eight receiving their certificates. Congratulations to all. Deputy Kathy Lawrence is a Massachusetts registered, licensed dietician.



IN MEMORIAM



This past year the Essex County Sheriff's Department lost two long time employees, Oliver "Ollie" Wise and Robert "Bobby" Marshall.

Oliver Wise began his career at ECSD in 1999 and retired in 2012 serving for 13 years. He served as a Reintegration Coordinator and later as an HIV Director at our Middleton facility. Ollie passed on July 5, 2013.

Assistant Deputy Superintendent Robert Marshall passed on September 14, 2013. A.S. Marshall began his career at ECSD at the Salem facility in 1977 and retired from Middleton in 2008, serving for 31 years. He was serving as a Shift Commander at the time of his retirement.

We celebrate their lives and their dedication as both were vital and integral parts of ECSD. Fondly remembered as "Ollie" and "Bobby", they will be sadly missed.



HIGH FIVE

“CONGRATULATIONS TO ALL”

OFFICER CYNTHIA SANTIAGO

On July 2, 2013, Sheriff Cousins received a letter from Merrimac Police Chief Eric Shears.

“I would like to take this opportunity to recognize and commend Officer Cynthia Santiago who recently assisted the Merrimac Police and Fire Departments with a horrific incident on route 495. A female victim was pushed from a vehicle she was riding in and suffered severe injuries as a result. Officer Santiago was on scene when Merrimac Officer Holcroft arrived. A language barrier existed between Officer Holcroft and the victim. Officer Santiago was able to effectively communicate with the victim, provide comfort and assisted in the translation and medical treatment of the victim. Officer Santiago acted professionally, spoke very calmly and focused on providing the best care possible. In addition, Officer Santiago made our officers aware of the prisoner she had in custody and the Merrimac Officers were able to assist by guarding the prisoner while she continued to assist the victim. As a result of Officer Santiago’s extraordinary professionalism, the victim received the best possible care and the information gained was critical to the preliminary investigation of this incident. It is always encouraging when the area agencies work together for our community.”

SGT. JONATHAN CREDIT

The following was sent to Sheriff Cousins on October 18, 2013 by Trooper Mark O’Brien.

“On October 11, 2013, at approximately 0255 hours, I was dispatched to the Rt. 95 ramp complex in the area of the Ferncroft Rotary in Danvers for a motor vehicle that was attempting to enter Rt. 95 North in the Rt. 95 South off ramp, commonly referred to as a wrong way operator. Upon being dispatched to the call I was informed that there was an officer from the Essex County Sheriff’s Office on scene. As I arrived, I encountered Sgt. Credit, in marked cruiser 1844, on scene effectively preventing the confused operator from entering the major state highway in the wrong direction. I would like to extend my gratitude to Sgt. Credit for preventing what could have been a critical incident involving injury to the operator of the vehicle, the motoring public and responding units. I would like to thank Sgt. Jonathan Credit and the Essex County Sheriff’s Office for their assistance.”

OFFICER KATHERINE BARNES

Congratulations to Officer Katie Barnes in her efforts, again this year, to encourage all at the ECSD to give to others in need during this holiday season. Katie set goals of 150 non-perishable items, 235 were collected. These items along with 300 butternut squash and \$700 in donations were brought to the Pettengill House in Salisbury where all items were distributed. Officer Barnes acknowledges the CAC for their vegetable donation, the ECCOA, the IBCO71 and A.S. Michael Frost for their generous monetary donations. We at ECSD acknowledge and congratulate Officer Barnes as a dedicated and committed advocate for the Pettengill House. For information regarding Pettengill House community service, programs and donations please contact Officer Katherine Barnes at the ECSD.

OFFICER JEFFREY CRUZ & OFFICER BRET GRAHAM

Troop A Community Action Team “CAT,” assigned to headquarters in Danvers, would like to recognize Officers Jeffrey Cruz and Bret Graham for their assistance during their Zero Tolerance Initiatives and with the Topsfield Fair. Zero Tolerance Operations enhance services to various areas. Officers Cruz and Graham, both an integral part of this operation, are credited with a large part of its success. According to Sgt. J. Ralph McNeil of Troop A “CAT”, both Officers Cruz and Graham are familiar with the operations and are “take charge” officers and a huge asset when processing high volume arrests. Officer Cruz’s language skills are another immeasurable asset. Sgt. McNeil states, “Local departments that we work with have all commented positively on the performance of your officers and overwhelmingly approve of their participation, as have the members of the barracks we interact with. I have spoken to other State Police troops throughout the state that don’t enjoy the working relationship in their counties that we do in Essex County. Members of my team and this troop do not take your role for granted and look forward to a continued successful working relationship.”

JENNIFER ROWE

Late morning on Saturday, November 16, 2013, Officer Jennifer Rowe was returning home with her son, Robbie, when Robbie noticed a jogger laying down on the side of the road. Officer Rowe pulled over to investigate and discovered the man was unresponsive. Officer Rowe assessed the victim and immediately began CPR also calling 911. Passing motorist Andre Dubus, a local author, stopped and assisted Officer Rowe. They both continued CPR until told to stop by paramedics, who soon arrived. When the gentleman was placed in the ambulance, he was breathing on his own. With other motorists passing the victim, we take this opportunity to recognize and thank Officer Rowe and Mr. Dubus for their selfless act of humanity and Robbie for bringing it to his mom’s attention. According to Newbury police, the gentleman was transported to the hospital and because of the location of the incident, Officer Rowe’s and Mr. Dubus’ actions saved the man’s life. And...Robbie’s reaction, “that was amazing!” Please see the related article “Minutes Count” page 2.

OFFICER STEPHEN RYAN & OFFICER PETER WALDMAN

On November 7, 2013, Sheriff Frank G. Cousins, Jr. received a letter from Associate Justice Richard E. Welch III.

Justice Welch, from Lawrence Superior Court, sent a letter of commendation recognizing Officers Ryan and Waldman as remarkable and exceptional correctional officers. Justice Welch states, “Officers Ryan and Waldman have displayed remarkable professionalism and good sense in dealing with the always stressful situation of transporting inmates to and from Superior Court. These two have gone above and beyond their duties to assist the often overburdened court officers here in Lawrence. They always deal professionally and respectfully with the inmates and often defuse tense situations.” Sincere thanks were sent on behalf of the Lawrence Superior Court Judges and staff.

SALISBURY OFFICE OF COMMUNITY CORRECTIONS

The Salisbury OCC held an open house on November 6, 2013. Director Bob Leverone and the staff provided those in attendance with a tour of the center and a brief program with



an overview of the center's schedules and procedures. Director Leverone introduced Sheriff Frank G. Cousins, Jr., Yardley Theolien, Regional Manager of OCC and the center's staff, their

position and assignments. Among those in attendance were: Brian Mirasolo, from the Office of Commissioner of Probation, District Court Judge Mary F. McCabe, Chiefs of Police Don Cudmore, Georgetown, Tom Fowler, Salisbury, Michael Murphy, Boxford, Marshall Tom Howard, Newburyport, Deputy Chief Jeff Gillen, Groveland. Also in attendance were Police Officers, Detectives, Chiefs of Probation, Probation Officers and Attorneys representing cities and towns of Essex County.

Sheriff Cousins expressed the importance of these centers in the development and progress a participant can make in their day-to-day dealings with and overcoming their addition. He discussed the recidivism rate and stressed the importance of the collaborative efforts of all agencies involved in the

process of providing the needed support to reduce the relapse of those in recovery.

OCC Regional Manager Yardley Theolien and Clinical Director Jim Higgins reiterated the importance of all agencies collectively providing the necessary support systems as each individual served is distinct and requires an individualistic treatment plan.

The center's Probation Officer in Charge, Kerrin Costello, discussed the working relationships with the Sheriff's



Department, AdCare, Probation, Parole and the courts. POIC Costello discussed the procedure once the referral is accepted. The clinical

team completes a clinical assessment and an individual treatment plan. The participant receives a program schedule based on this assessment and is orientated regarding the rules and compliance. The participant is also assigned a drug testing color which is called at random, daily. Some of the programs on the schedule include: substance abuse, anger management, addiction recovery, parenting job skills and accountability group. Participants without a high school diploma or GED are required to attend The GED program.

Sheriff Cousins congratulated the Salisbury OCC on all their efforts and noted its rank as one of the highest female populated centers statewide due to its referrals from Women In Transition, the Maris Center and the courts. It is also ranked among the highest statewide for its GED success rate.

NEW 2013 PT RECORDS

Congratulations to the following who have set new PT records for 2013.



PUSH UPS – FEMALES

Age 20 – 29: Darya Maslova - 50



SIT UPS – MALES & FEMALES

Age 20 – 29: James McGregor - 70 ** Felicia Moore - 50



FLEX – MALES & FEMALES

Age 20 – 29: Tonika Feliciano – 25 ** Age 30 – 39: Laura Dow – 25 ** Age 45 & up: Steven Boucher – 23



ESSEX COUNTY SHERIFF'S DEPARTMENT NEWSLETTER

January - 2014

Please visit our website: www.mass.gov/essexsheriff

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SPECIAL OUTREACH ACADEMY – FALL SESSION 2013

Executive Assistant Judy Lacroix, Administrator - A.S. Jason Ebacher, Director of Training

FACILITATORS

Sheriff Frank G. Cousins, Jr., Special Sheriff Rick Roaf, A.S. Michael Frost, A.S. Maurice Pratt, Sgt. David Fortune, Sgt. Jennifer Walsh, Sgt. Scott Souza, Officer Allisson Hernandez, Officer Laura Dow



American Training, Inc
Andover



Bridgewell
Lynnfield



Sgt. Steve Wilkins, Shawn, and A.S. Mike Frost



Class, Inc.
Lawrence



Shawn, Exec. Asst. Judy Lacroix, and Greg



A.S. Michael Frost, Steve, and Sheriff Frank G. Cousins, Jr.



A.S. Jason Ebacher, A.S. Michael Frost, Exec. Asst. Judy Lacroix and Robert



A.S. Michael Frost facilitating "Community Policing."



Officer Laura Dow with Tito Facilitating "Self Defense"



Opportunity Works, Inc.
Newburyport



A.S. Maurice Pratt facilitating "Staying Positive, Integrity and Respect."



Participants take "Honorary Deputy" oath



Sgt. Scott Souza with "Ace" & Sgt. Jennifer Walsh facilitating "The K-9 Demonstration."



Officer Allisson Hernandez & Sgt. David Fortune facilitating "What It Is Like To Be A Correctional Officer."

We are pleased to announce that the Essex County Sheriff's Department has met all criteria, as stated below, for Drug-Free Workplace Act Certification from the Office of the Comptroller.



The Commonwealth of Massachusetts
Office of the Comptroller
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MARTIN J. BENISON
COMPTROLLER

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DRUG-FREE WORKPLACE ACT CERTIFICATION

1. The Commonwealth of Massachusetts certifies on behalf of all state agencies that apply for federal grants that it will continue to provide a drug-free workplace by:
 - (a) Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in the grantee's workplace and specifying the actions that will be taken against employees for violation of such prohibition;
 - (b) Establishing an ongoing drug-free awareness program to inform employees about:
 - (1) The dangers of drug abuse in the workplace;
 - (2) The grantee's policy of maintaining a drug-free workplace;
 - (3) Any available drug counseling, rehabilitation, and employee assistance programs; and
 - (4) The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace;
 - (c) Making it a requirement that each employee to be engaged in the performance of the grant be given copy of the statement required by subparagraph (a);
 - (d) Notifying the employee in a statement required by subparagraph (a) that, as a condition employment under the grant the employee will:
 - (1) Abide by the terms of the statement; and
 - (2) Notify the employer in writing of his or her conviction for a violation of a criminal drug statute occurring in the workplace no later than 5 calendar days after such conviction;
 - (e) Notifying the federal sponsoring agency in writing, within ten calendar days after receiving notice under subparagraph (d) (2) from an employee or otherwise receiving actual notice of such conviction. Employers of convicted employees must provide notice, including position title, to every grant office or other designee on whose grant activity the convicted employee was working, unless the federal agency has designated a central point for the receipt of such notices. Notice shall include the identification number(s) of each affected grant;
 - (f) Taking one of the following actions within 30 calendar days of receiving notice under subparagraph (d) (2), with respect to any employee who is so convicted;
 - (1) Taking appropriate personnel action against such an employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1973, as amended; or
 - (2) Requiring such employees to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency;
 - (g) Making a good faith effort to continue to maintain a drug-free workplace through the implementation of paragraphs (a), (b), (c), (d), (e), and (f).
2. State agencies applying for federal grants will identify workplaces at the time of application.

/s/Martin J. Benison
Martin J. Benison, Comptroller
Federal Fiscal Year 2014
Dated: October 1, 2013